

**INSTRUMENTATION AUTOMATION SURVEILLANCE & COMMUNICATION  
SECTOR SKILL COUNCIL**

2nd Floor, STP Extension NSIC Complex (Gate No-2)  
Okhla Industrial Estate, New Delhi-110020

**Minutes of 20<sup>th</sup> Governing Council Meeting held on 12<sup>th</sup> June 2020**

The **20<sup>th</sup> Governing Council Meeting** was held on **12<sup>th</sup> June 2020 at 11:00a.monwards** at Instrumentation Automation Surveillance & Communication Sector Skill Council office at 2<sup>nd</sup> Floor STP Extension, NSIC Complex, Okhla Industrial Estate New Delhi-110020/ through On Line.

**Members Present:**

Sr.No	Attendees	Position in IASC-SSC	Designation	Organization
1	Mr. Anupam Jaiswal	GC Member	Chairman	IASC-Sector Skill Council
2	Mr. Ashok D. Shahane	GC Member	Non-Executive Director	IASC SSC /Nominated Director by NSDC
3	Ms. Renu Agrawala	GC Member	Director	Indo Nuclear Energy Pvt Ltd, IASC-Sector Skill Council
4	Mr. A.K Jain	GC Member	Ex-CMD	Rajasthan Electronics & Instrumentation Ltd.
5	Mr. Harish Nachnani	GC Member	National Sales Head	FESTO
6	Ms. Priyanka	GC Member	Director	BIPS Systems Ltd.
7	Ms. Anjula Gupta	GC Member	Chartered Accountant	Suresh Chandra & Associates
8	Mr. Ajay Bhushan	Ex-Officio Member	Officiating O-CEO	IASC-Sector Skill Council
9	Mr. Mohan Reddy	Representative	SSC Governance Team	NSDC
10	Mr. A. Balamurugan	Ex-Officio Member	Vice President-Operations	IASC-Sector Skill Council

**As the Quorum was complete, the meeting was called to order.**

Agenda was already circulated to all the members. Members requested Mr. Anupam Jaiswal (Chairman IASC-Sector Skill Council) to take the Chair.

With the permission of the Chair, officiating CEO, Mr. Ajay Bhushan commenced the proceedings. Agenda points were discussed which are covered in the succeeding paragraphs.

**1. Confirmation of Minutes- 19th GC Meeting**

Confirmation of Minutes of 19<sup>th</sup> GC Meeting which was held on 12<sup>th</sup> March 2020 in the Council office. The minutes of meeting duly approved by chairman were circulated among the members as no comments received the minutes are approved.

Officiating CEO welcomes Mr. Ashok D. Shahane to Governing Council and requested Mr. Shahane to introduce himself to the members. Mr. Shahane while introducing himself suggested O-CEO to revised the

Annual Business Plan and Revenue and Expenditure for FY-2020-21 as the first quarter of this financial year is ruined due to epidemic COVID-19.

Mr. Mohan Reddy also supported the points of Mr. Shahane and advised to re-look on the targets.

In the same context Ms. Anjula Gupta explained that the detailed discussion about Revenue and Expanse Budget was finalized in 19<sup>th</sup> GC Meeting, but now as per suggestion of Mr. Shahane it will be good to review/re-analyze the plan.

## **2. Contribution of the Council to the Government during epidemic COVID-19.**

O-CEO explained about contribution of the Council to the Government during lockdown due to COVID-19. He explained that Founder Chairman of the Council Sh. Nagendra Goel lead the team to fight against COVID-19 with the help of Smt. Shakuntala Gautam (IAS), DM Baghpat and Sh. Pratap Gopendra Yadav (IPS) SP Baghpat, for the general and medical assistance to the migrant laborer.

IASC- SSC supported thousands of migrant workers by daily providing them shelter, meals and other essential support. They have been safely sent to their homes by transport arranged by district administration. IASC employees contributed their one day salary in PM care fund. Founder Chairman contributed his one month salary.

Ms. Anjula Gupta and Mr. Shahane highly appreciated the initiative taken by team IASC-SSC.

## **3. After effects of COVID-19 on skill Eco-System**

O-CEO explained the steps taken by council to address the “**After effects of COVID-19 on skill Eco-System**”.

He also requested to Mr. Shahane, Mr. A.K Jain, Mr. Harish Nachnani and the Chairman Mr. Anupam Jaiswal who are having sound experience about industry sector to give their views to all the members to overcome this present situation.

Mr. Shahane gave his inputs in this regards. He suggested that to overcome from “**After effects of COVID-19 on skill Eco-System**” **Council** should prepare e-learning program for 100 days plan in phase-1 and another second plan beyond 100 days to move ahead.

Mr. Shahane also agreed that online training is critical when we apply it in practical form. But online training is extremely important in our country because most of areas belong to the rural, travelling of candidates from such places are economically expensive and not affordable for them.

He suggested, all training classes including domain training should be organized digitally online by whosoever possible way available on the internet.

Mr. A.K Jain, member and (Ex-CMD, REIL) shared his opinion on “After effects of COVID-19 on skill Eco-System”. He expressed, in the present situation future vision of Industries, MSME and Education Sector is not very clear, even institutions is not very clear whether they should apply entirely online learning or some part of offline.

He suggested, IASC-SSC should be in touch with Institutions also apart from the Industries, to get effective information about new future strategy. His observations about this Financial Year that the education and skilling sector will become very critical. IASC-SSC should move ahead for the up skilling for the manpower available in the MSME Sector.

## **4. Approval of revised HR Policy.**

Reference to the email received from Sh. Mohan Reddy who advised to incorporate the process for selection of CEO/COO in the HR Policy which was noted by the officiating O-CEO. He also pointed out to share the due diligence done in regard of shifting in the new office premises. In this regard it is clarified that the same point was discussed in 19<sup>th</sup> GC Meeting which was duly approved by the Governing Council.

Members are requested to provide their inputs for any changes to be incorporated in the HR Policy so the same will be implemented. **(Copy of HR Policy enclosed).**

## **5. Outcome of Online meeting with Secretary, Ministry of Heavy Industry with IASC-SSC on 29<sup>th</sup> May 2020.**

A meeting (On Line) followed by a presentation on Council activities with Secretary, Ministry of Heavy Industry, Line Ministry of IASC SSC, was held on 29<sup>th</sup> May 2020 to discuss the future course of action for meaningful skill eco system. Chairman Sh. Anupam Jaiswal, Founder Chairman Sh. Nagendra Goel, Officiating O-CEO Sh. Ajay Bhushan and Vice President-Operations Sh. A. Balamurugan were the part of the meeting from IASC

The outcome of the meeting is below for the information to the GC Members:

1. DHI expected to develop NSQF level 6 & 7 QPs on Industry 4.0 and advanced manufacturing.
2. SSC to focus on value addition of existing work force by up-skilling to improve their Salary / incentives.
3. DHI to write a letter to all 10 common Engineering facilities to share their premises and labs to SSC to improve the utilization.
4. SSC to prepare mapping job roles to each facility and share the proposal to DHI for approval.
5. NSDC to update the 10 common Engineering facility utilization on the Skill India portal for DHI tracking.
6. IASC to submit the proposal for IL, Kota to utilize the facility for skill development programs along with other ILs to DHI.
7. SSC to work-out a model to bring Global expertise to Indian Industries to improve their productivity and compete with Global players.
8. IASC to prepare up skilling proposal to DHI & NSDC to improve Indian Industries productivity.

Secretary assured to IASC-SSC officials to provide best possible support to boost up online training program and required infrastructure setup.

## **6. A Webinar organized with Meerut Institute of Technology (MIT), Meerut Institute of Engineering and Technology (MIET) on 20<sup>th</sup> May 2020.**

To address the issues of skill development and to enhance the employment opportunities for the graduates engineers, Shri. Nagendra Goel, founder Chairman, addressed the faculty members and students to enlighten them on skill sets required by industries, employment opportunities, post Covid industries scenario, preparedness of IASC SSC to train the students on demanding job roles. More than 35 faculty members including institute Director Dr. Alok and 200 students participated in the webinar.

## **7. Introduction of New Qualification Packs.**

Vice President-Operations, Mr. A. Balamurugan explained in details about progress of qualification packs development work. IASC SSC is in process of inducting 27 QPs in this financial year as detailed in **Annexure-1:**

- a. QPs under NSQC approval (4)
- b. QPs under revision/rationalization (5)
- c. QPs under QRC approval (6)
- d. QPs under development (12)
- e. QPs Identified for development (13)

GC Members reviewed and approved on the list of new QPs for development and 5 old QPs for renewal.

## **8. Business Prospects :**

Officiating CEO have informed the members about the ABP that the Council plans to certify 240,000 Trainees, 200 Trainers, 70 Assessors, 30 Training Partners and 10 Assessment Agencies in the FY-2020-21.

Mr. Ashok D. Shahane requested to relook this business prospects in light of COVID-19. OCEO will revised the plan and circulate with minutes.

Mr. Ajay expressed his concern that if legitimate due funds are not reform from NSDC; it will affect the performance of the council and requested NSDC representative to take up the matter on top priority. NSDC did not release the funds as yet; various communications has been done so far for RPL amount, World Skill Competition amount, 2<sup>nd</sup> and 3<sup>rd</sup> Tranche, Royalty amount. Mr. Ajay explained for last 4 months continuously reminding to the NSDC to release these funds as early as possible. IASC-SSC officials interacted with Mr. Manish, Mr. Gaurav and SSC-Governance team of NSDC, but not received any correspondence/ response for fund releasing.

Mr. Mohan Reddy informed that the partial payment of 52 Lacs against RPL have released and balance will be released soon. Mr. Ashok Shahane has advised O-CEO IASC-SSC and Mr. Mohan Reddy to conduct a meeting and resolve the pending issues faced by the Council.

Ms. Renu Agrawala also expressed a sincere request to the NSDC for releasing these funds to expedite plans of the Council.

## **9. Corporate Social Responsibility (CSR).**

VP Operations shared that CSR is an evolving business practice that incorporates sustainable development into a company's business model. It has a positive impact on social, economic and environmental factors. Council is in touch with following organization for CSR:

- 1) Project Implementation Agency (PIA) – IASC-SSC will get the fund from organizations Viz. IOCL, ONGC, BHEL, NTPC etc. and execute the skilling and up-skilling programs.
- 2) Foundation based – IASC-SSC will approach to foundations viz. Aditya Birla Foundation, Reliance, Adani, Mahindra Foundation etc for their CSR projects, Sign MOU and align our QPs, conduct TOT, carry out assessments and placements.
- 3) Training Partner (TPs) based- IASC-SSC will sign MOU with TP foundations that are running their CSR projects and align our QPs, conduct TOT, carry out assessments and placements.

The total timelines for completion of this project is 9 months. First 3 months we shall get the project approval along with development of online contents. Remaining 6 months will be dedicated to execution of the project.

GC Members reviewed and suggested that current Financial Year is not suitable for CSR as most of the funding shall be spent on COVID-19. Suggested to prepare CSR implementation capacity and base line survey along with the proposal. Also advised Vice President-Operations to focus on the Medium size organization for pilot phase implementation.

## **10. Industry Support required for the growth of Council.**

OCEO requested to the GC members to help the council in increasing industry base in following areas:

- a) Labor Market Information System (LMIS) & Up-skilling Program.
- b) NOS Committee Members Nomination.
- c) Qualification/Content Validation
- d) Apprenticeship, National Apprenticeship Promotion Scheme (NAPS)

Council is developing 18 Curriculums on NAPS as detailed in **Annexure-2**.

## **11. Market Research on Instrumentation and Automation Sub-Sector.**

Council has considered for conducting a study to understand Instrumentation and Automation sub-Sector by following steps:

- 1) Primary and secondary data collection and analysis
- 2) Industry experts and Associations Chairman interview and feedback
- 3) Current market scenario and job potential in India
- 4) High Potential Industries and Start-ups
- 5) Emerging domains
- 6) 5 year market growth and job potential
- 7) Validation of report

At the end of the meeting Sh. Anupam Jaiswal expressed his sincere thanks to all the GC Members and assured that with the help of NSDC and GC Members Council will achieve the targets set for the year. The meeting ended with the votes of thanks to chair

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